

AMENDED IN ASSEMBLY JUNE 20, 2013

AMENDED IN ASSEMBLY JUNE 10, 2013

## Senate Concurrent Resolution

**No. 30**

### **Introduced by Senator Jackson**

(Principal coauthor: Assembly Member Lowenthal)

**(Coauthors: Senators Corbett, Evans, Galgiani, Hancock, Liu, Monning, Pavley, and Wolk)**

(Coauthors: Assembly Members Alejo, Ammiano, Chesbro, Frazier, Hall, ~~and Ting~~ *Ting, Achadjian, Atkins, Bigelow, Bloom, Blumenfield, Bocanegra, Bonilla, Bonta, Bradford, Brown, Buchanan, Ian Calderon, Campos, Chau, Chávez, Cooley, Daly, Dickinson, Eggman, Fong, Fox, Garcia, Gatto, Gomez, Gonzalez, Gordon, Gorell, Gray, Roger Hernández, Holden, Jones-Sawyer, Levine, Maienschein, Medina, Mitchell, Mullin, Muratsuchi, Nazarian, Olsen, Pan, Perea, John A. Pérez, V. Manuel Pérez, Quirk, Quirk-Silva, Rendon, Salas, Skinner, Stone, Weber, Wieckowski, Williams, and Yamada*)

April 1, 2013

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Senate Concurrent Resolution No. 30—Relative to Equal Pay Day.

#### LEGISLATIVE COUNSEL'S DIGEST

SCR 30, as amended, Jackson. Equal Pay Day.

This measure would declare April 9, 2013, as Equal Pay Day.

Fiscal committee: no.

- 1 WHEREAS, Fifty years after the passage of the Equal Pay Act,
- 2 women, especially women of color, continue to suffer the
- 3 consequences of unequal pay; and

1 WHEREAS, According to the United States Census Bureau,  
2 full-time women working year round in 2011 earned on average  
3 77 percent of the earnings of their male counterparts, with African  
4 American women earning only 68 percent and Latino women  
5 earning only 59 percent of wages paid to men, indicating little  
6 change or progress in pay equity; and

7 WHEREAS, While several measures of educational achievement  
8 show that on average women are faring as well as their male  
9 counterparts today, often these gains do not translate into  
10 comparable economic success beyond college; and

11 WHEREAS, A study in 2012 by the American Association of  
12 University Women found that one year after college graduation,  
13 women were paid on average only 82 percent of what their male  
14 counterparts made; and

15 WHEREAS, In 2009 the Lilly Ledbetter Fair Pay Act was signed  
16 into law, which gives back to employees their day in court to  
17 challenge a pay gap, but Congress has yet to pass the Paycheck  
18 Fairness Act, which would amend the Equal Pay Act by closing  
19 loopholes and improving the law's effectiveness; and

20 WHEREAS, According to one estimate, college-educated  
21 women working full time earn more than one-half million dollars  
22 less than their male peers do over the course of a lifetime; and

23 WHEREAS, Recent budget cuts to California's community  
24 colleges have made it harder for women to obtain a degree or enroll  
25 in courses resulting in a dramatic decrease of women's enrollment  
26 in community colleges since 2007; and

27 WHEREAS, Nearly 4 in 10 mothers are primary breadwinners  
28 in their households, and nearly two-thirds are significant earners,  
29 making pay equity critical to families' economic security; and

30 WHEREAS, A lifetime of lower pay means women have less  
31 income to save for retirement and less income counted in a Social  
32 Security or pension benefit formula; and

33 WHEREAS, The American Association of University Women  
34 in a 2011 report found that according to the United States Census  
35 Bureau, women marketing and sales managers earned \$59,491 in  
36 2009, compared with \$89,933 for their male peers; women  
37 physicians and surgeons earned \$120,971, compared with \$190,726  
38 for their male peers; and women securities, commodities, and  
39 financial services sales agents earned \$52,524, compared to  
40 \$85,760 for their male peers; and

1 WHEREAS, Fair pay equity policies can be implemented simply  
2 and without undue costs or hardship in both the public and private  
3 sectors; and

4 WHEREAS, Tuesday, April 9, 2013, symbolizes the time when  
5 the wages paid to American women catch up to the wages paid to  
6 men from the previous year; now, therefore, be it

7 *Resolved by the Senate of the State of California, the Assembly*  
8 *thereof concurring*, That the Legislature declares April 9, 2013,  
9 as Equal Pay Day; and be it further

10 *Resolved*, That the citizens of California are urged to recognize  
11 the full value of women's skills and significant contributions to  
12 the labor force, and that businesses are encouraged to conduct an  
13 internal pay evaluation to ensure women are being paid fairly; and  
14 be it further

15 *Resolved*, That the Secretary of the Senate transmit copies of  
16 this resolution to the author for appropriate distribution.